

April 27, 2020

Lisa Marshall

Missouri Department of Higher Education & Workforce Development

P.O. Box 1087

Jefferson City, MO 65102

Dr. Sam Page

St. Louis County Executive

41 South Central Ave

Clayton, MO 63105

Re: Announcement of Action

Dear Ms. Marshall and Dr. Page:

As a result of a series of unforeseen local governmental shutdown orders and federal and CDC guidance recommending social distancing surrounding the coronavirus natural disaster, Enterprise Holdings (“Enterprise”) experienced a dramatic downturn in business. Enterprise did not believe there was a reasonable probability the downturn would last more than six months; indeed, it was Enterprise’s belief the downturn would last approximately one month. However, in light of the recent extension of applicable governmental shutdown orders, intervening and extended federal and CDC guidance regarding social distancing, and additional data and analysis revealing the impact of the COVID-19 crisis on Enterprise’s financial condition, Enterprise has realized that additional action is necessary. Such additional action includes permanent terminations of employees, including of some employees who had previously been placed on temporary layoff.

Enterprise was unable to provide more notice of this action because these circumstances were not reasonably foreseeable until recently when the full impact of COVID-19 on Enterprise’s business became clear as set out in detail above. We are providing as much notice as is practicable under the circumstances and given the rapid pace at which this situation has developed.

Given these unforeseeable circumstances, we are writing to inform you that a mass layoff will occur at Building 3, located at 500 Corporate Park Drive in St. Louis, Missouri. The expected date of this layoff is April 30, 2020, or within 14 days commencing on that date. At this time, this mass layoff is expected to be permanent.

The following is a list of the job positions and number of individuals who will be affected by the mass layoff:

Job Titles of Positions Affected	Number of Affected Employees in Each Job Classification
Executive Assistant	1
IT Architect	2
IT Business Analyst	3
IT Business Analyst Lead	1
IT Business Analyst Senior	7
IT Department Manager	2
IT Deployment Specialist	1
IT Deployment Specialist Lead	2
IT Deployment Specialist Senior	3
IT Director	1
IT Engineer 1 (Network)	2
IT Engineer 1 (Security)	1
IT Engineer 1 (Software)	4
IT Engineer 1 (Systems)	2
IT Engineer 2 (DBA)	4
IT Engineer 2 (Network)	2
IT Engineer 2 (Security)	2
IT Engineer 2 (Software)	10
IT Engineer 2 (Systems)	13
IT Engineer 2 (Test Auto)	1
IT Engineer 3 (Security)	2
IT Engineer 3 (Software)	3
IT Engineer 3 (Systems)	7
IT Engineer 3 (Test Auto)	1
IT Engineer 4 (Systems)	3
IT Implementation Coordinator	2
IT Implementation Coordinator Lead	1
IT Implementation Coordinator Senior	1
IT Manager (Core IT)	14
IT Manager (User Support)	2
IT Manager Senior (Core IT)	10
IT Product Manager	1
IT Product Manager Senior	1
IT Project Leader	1
IT Project Manager	12
IT Project Manager Senior	11
IT Reporting Analyst Lead	1
IT Service Management Analyst	1
IT Service Management Analyst Senior	1
IT Software Analyst	1
IT Software Analyst Lead	1

IT Supervisor (User Support)	1
IT Support Engineer	5
IT Support Engineer Senior	3
IT Support Specialist	4
IT Test Engineer	1
IT Test Engineer Lead	1
IT Test Engineer Senior	8

There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this mass layoff.

April 27, 2020

Lisa Marshall

Missouri Department of Higher Education & Workforce Development

P.O. Box 1087

Jefferson City, MO 65102

Steve Ehlmann

St. Charles County Executive

100 N. Third St.

St. Charles, MO 63301

Re: Announcement of Action

Dear Ms. Marshall and Mr. Ehlmann:

As a result of a series of unforeseen local governmental shutdown orders and federal and CDC guidance recommending social distancing surrounding the coronavirus natural disaster, Enterprise Holdings ("Enterprise") experienced a dramatic downturn in business. Enterprise did not believe there was a reasonable probability the downturn would last more than six months; indeed, it was Enterprise's belief the downturn would last approximately one month. However, in light of the recent extension of applicable governmental shutdown orders, intervening and extended federal and CDC guidance regarding social distancing, and additional data and analysis revealing the impact of the COVID-19 crisis on Enterprise's financial condition, Enterprise has realized that additional action is necessary. Such additional action includes permanent terminations of employees, including of some employees who had previously been placed on temporary layoff.

Enterprise was unable to provide more notice of this action because these circumstances were not reasonably foreseeable until recently when the full impact of COVID-19 on Enterprise's business became clear as set out in detail above. We are providing as much notice as is practicable under the circumstances and given the rapid pace at which this situation has developed.

Given these unforeseeable circumstances, we are writing to inform you that a mass layoff will occur at Weldon Building 2, located at 620 Technology Drive, Weldon Spring, Missouri. The expected date of this layoff is April 30, 2020, or within 14 days commencing on that date. At this time, this mass layoff is expected to be permanent.

The following is a list of the job positions and number of individuals who will be affected by the mass layoff:

Job Titles of Positions Affected	Number of Affected Employees in Each Job Classification
Administrative Assistant	1
Generalist	1
Human Resources Coordinator	1
IT Architect	1
IT Architect Lead	1
IT Asset Management Administrator Senior	1
IT Business Analyst	1
IT Business Analyst Associate	1
IT Business Analyst Senior	1
IT Department Manager	3
IT Deployment Specialist	2
IT Director	2
IT Engineer 1 (Network)	2
IT Engineer 1 (Software)	2
IT Engineer 1 (Systems)	2
IT Engineer 1 (Test Auto)	1
IT Engineer 2 (DBA)	3
IT Engineer 2 (Network)	2
IT Engineer 2 (Security)	1
IT Engineer 2 (Software)	7
IT Engineer 2 (Systems)	7
IT Engineer 3 (Network)	1
IT Engineer 3 (Security)	4
IT Engineer 3 (Software)	3
IT Engineer 3 (Systems)	4
IT Engineer 4 (Network)	1
IT Enterprise Architect	2
IT Enterprise Eng (Systems)	1
IT Implementation Coordinator	1
IT Learning & Development Specialist (WFS)	1
IT Manager	1
IT Manager (Core IT)	15
IT Manager (User Support)	1
IT Manager (WFS)	1
IT Manager Senior (Core IT)	12
IT Network Administrator Senior	1
IT Project Leader	1
IT Project Manager	10
IT Project Manager Senior	2
IT Resource Specialist Senior (WFS)	1

IT Security Analyst	1
IT Security Analyst Senior	1
IT Supervisor	1
IT Support Engineer	1
IT Systems Administrator Lead	1
IT Test Engineer Lead	2
Talent Acquisition Specialist	3

There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this mass layoff.

April 27, 2020

Lisa Marshall

Missouri Department of Higher Education & Workforce Development

P.O. Box 1087

Jefferson City, MO 65102

Dr. Sam Page,

St. Louis County Executive

41 South Central Ave

Clayton, MO 63105

Re: Announcement of Action

Dear Ms. Marshall and Dr. Page:

As a result of a series of unforeseen local governmental shutdown orders and federal and CDC guidance recommending social distancing surrounding the coronavirus natural disaster, Enterprise Holdings (“Enterprise”) experienced a dramatic downturn in business. Enterprise did not believe there was a reasonable probability the downturn would last more than six months; indeed, it was Enterprise’s belief the downturn would last approximately one month. However, in light of the recent extension of applicable governmental shutdown orders, intervening and extended federal and CDC guidance regarding social distancing, and additional data and analysis revealing the impact of the COVID-19 crisis on Enterprise’s financial condition, Enterprise has realized that additional action is necessary. Such additional action includes permanent terminations of employees, including of some employees who had previously been placed on temporary layoff.

Enterprise was unable to provide more notice of this action because these circumstances were not reasonably foreseeable until recently when the full impact of COVID-19 on Enterprise’s business became clear as set out in detail above. We are providing as much notice as is practicable under the circumstances and given the rapid pace at which this situation has developed.

Given these unforeseeable circumstances, we are writing to inform you that a mass layoff will occur at Lakeside, located at 2281 Ball Drive, Maryland Heights, Missouri. The expected date of this layoff is April 30, 2020, or within 14 days commencing on that date. At this time, this mass layoff is expected to be permanent.

The following is a list of the job positions and number of individuals who will be affected by the mass layoff:

Job Titles of Positions Affected	Number of Affected Employees in Each Job Classification
Accounting Coordinator	1
Accounting Coordinator Senior	3
Administrative Assistant	1
IT Business Analyst	3
IT Business Analyst Lead	3
IT Business Analyst Senior	6
IT Business Process Analyst Lead	1
IT Department Manager	5
IT Director	1
IT Engineer 1 (Software)	3
IT Engineer 1 (Systems)	1
IT Engineer 1 (Test Auto)	3
IT Engineer 2 (Software)	7
IT Engineer 2 (Systems)	1
IT Engineer 2 (Test Auto)	1
IT Engineer 2 (Usability)	1
IT Engineer 3 (Software)	1
IT Learning & Development Specialist Lead (WFS)	1
IT Manager (Core IT)	8
IT Manager Senior (Core IT)	9
IT Org Performance Specialist Lead (WFS)	1
IT Org Performance Specialist Senior (WFS)	1
IT Project Leader	1
IT Project Manager	2
IT Project Manager Senior	6
IT Security Analyst	1
IT Software Analyst	1
IT Software Analyst Senior	2
IT Telecom Billing Specialist	2
IT Test Engineer	5
IT Test Engineer Lead	1
IT Test Engineer Senior	1
Staff Accountant	2



There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this mass layoff.